CONTRACTOR KEY PERSONNEL QUALIFICATIONS

The contractor shall provide fully trained and experienced program and technical personnel (including replacement personnel) for the performance of required contract activities. This includes training necessary for keeping personnel abreast of industry advances and for establishing proficiency on equipment, computer languages, and computer operating systems that are available on the commercial market. Training of personnel shall be performed by the contractor at its own expense.

CONTRACT LABOR POSITION DESCRIPTIONS

The labor positions, education levels and associated years of experience described in the paragraphs below numbered 1-9 represent the contract key personnel qualifications for the performance of contract CLINS 0001-0005. For CLIN 0006, OPTIONS, those labor positions described by paragraphs numbered 1-3, 5 and 10-14 only apply.

SUBSTITUTION OF EDUCATION FOR EXPERIENCE

A Bachelor's degree may be substituted for two years of general and specialized experience for those labor positions requiring a high school diploma. A Master's degree may be substituted for three years of general and specialized experience for those labor categories requiring a high school diploma. Formal accreditation in an area closely related to the statement of work may be substituted for one year of general and specialized experience for those labor categories requiring a Bachelor's degree. A Master's degree may be substituted for two years of general and specialized experience for those labor categories requiring a Bachelor's degree.

SUBSTITUTION OF EXPERIENCE FOR EDUCATION

The labor descriptions below provide the minimum degree required to qualify for each position. Experience may be substituted for the degree requirement, depending on the number of years and nature of the experience. Seven (7) years of general and specialized experience may be substituted for the next degree. However, no experience substitution is allowed for a High School Diploma, Associate's Degree or Formal Accreditation. The allowable substitutions are as follows:

High School Diploma plus 7 years experience = Bachelor's Degree
High School Diploma plus 14 years experience = Master's Degree
Bachelor's Degree plus 7 years experience = Master's Degree

ATTACHMENT J-2

Solicitation No. 52-SPNA-9-00006

LABOR POSITION DESCRIPTIONS

1. PROGRAM MANAGER: Serves as the contractor counterpart to the Government for the DAPS II replacement system development, installation and testing. Meets and confers with the Chief of the Ground System Division, NESDIS Office of System Development, regarding the status of specific contractor program/technical activities and problems, issues or conflicts regarding resolution. Organizes, directs, and coordinates planning and execution of all program/technical contract activities. Establishes and alters (as necessary) management structure to effectively direct program/technical development activities. Possesses diverse technical experience with significant experience at senior levels. Experienced in managing engineers and analysts in performing complex technical tasks. Plans, organizes, and controls the overall activities of the project. Schedules and allocates work. Provides advice and guidance to subordinates and ensures technical adequacy of the work. Responsible for project planning, execution, and performance. Has demonstrated program management expertise and communications skills to be to able interface with all technical and management levels. Bachelor's degree and at least eight (8) years of experience required, or in lieu of a bachelor's degree, additional experience may substitute as specified above.

2. CHIEF ENGINEER: Provides technical expertise in specific project development areas. Possesses significant diverse experience in industry or government and significant management experience or unique technical skills. Experienced in use of structured analysis, design methodologies and tools, and object oriented principles for architecture development of complex systems.   Bachelor's degree in Engineering, Computer Science or related field, and at least five (5) years experience required, but specialized training or additional experience may substitute as specified above.

3. SENIOR SYSTEMS ENGINEER/ANALYST: Experienced in development with multiple operating systems, graphical interfaces, programming tools or applications software. Possesses knowledge of alternative analysis methods and processes. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Bachelor's degree in Engineering, Computer Science or related discipline and three (3) years of experience required, or in lieu of a bachelor's degree, additional experience may substitute as specified above.

4. SYSTEMS ENGINEER/ANALYST: Knowledge of engineering concepts, procedures and practices. Develops and refines engineering techniques to design and enhance systems. Must design complex systems and assist in applying standards and techniques. Evaluates and recommends COTS applications and methodologies that can be acquired to provide interoperable, portable, and scalable information technology solutions. Performs analysis and validation of reusable software/hardware components to ensure the integration of these components into interoperable information management designs. Bachelor's degree in Engineering, Computer Science or related discipline and three (3) years of experience required, or in lieu of a bachelor's degree, additional experience may substitute as

specified above.

5. SENIOR SOFTWARE ENGINEER/ANALYST: Experience in graphics, programming tools, or applications software development. Bachelor's degree in Computer Science, Information Systems or related discipline and three (3) years experience required, or in lieu of a bachelor's degree, additional experience may substitute as specified above. Some advanced technical training is preferred.

6. SOFTWARE ENGINEER/ANALYST: Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques, and Computer Aided Software Engineering (CASE) tools. Interprets software requirements and design specifications to code, and integrates and tests software components. Estimates software development costs and schedule. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Three (3) years related experience required. Some advanced technical training is preferred.

7. SENIOR COMMUNICATIONS NETWORK ENGINEER/ANALYST: Designs and develops network and systems architecture to meet contract requirements. Analyzes network characteristics, including traffic, connect time, transmission speeds, packet sizes, and throughput, and defines appropriate infrastructure to meet specifications. Designs and optimizes network topologies and site configurations. Plans installations, transitions, and cutovers of network components and capabilities. Bachelor's degree in Engineering, Computer Science, or related discipline and three (3) years experience required, or in lieu of a bachelor's degree, additional experience may substitute as specified above.

8. COMMUNICATIONS NETWORK ENGINEER/SPECIALIST: Analyzes network characteristics (e.g., traffic, connect time, transmission speeds, packet sizes, and throughput) and recommends procurement, removals, and modifications to network components. Assists in design and optimization of network topologies and site configurations. Performs installations, transitions, and cutovers of network components and capabilities. Provides support on all phases of analysis, design, testing, and implementation of networks and the telecommunications infrastructure. Three (3) years related experience required. Some advanced technical training is preferred.

9. COMPUTER/TELECOMMUNICATIONS SECURITY SYSTEMS SPECIALIST:
Analyzes and defines security requirements for a variety of computer and telecommunications issues. Designs, develops, engineers, and implements solutions to meet requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs. Performs risk analyses which also include risk assessment. Develops, analyzes, and implements security architecture(s) as appropriate. Three (3) years related experience required.

Some advanced technical training is preferred.

10. COMPUTER SYSTEMS ANALYST: Analyzes, develops and performs computer software maintenance and enhancement for systems possessing a wide range of capabilities, including information and records management functions. Develops or oversees plans for automated data processing systems from project inception to conclusion. Analyzes information to be processed. Defines and analyzes problems and develops system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions. Provides support for the installation, testing, implementation, and ongoing maintenance of the hardware/software to support DCS functions and provides expertise in the area of DAPS II applications software and systems. Three (3) years related experience required. Some advanced technical training is preferred.

11. SYSTEM PROGRAMMER: Performs maintenance and enhancement of operating systems, communications software, data base packages, compilers, assemblers, and utility programs. Modifies existing software as well as create special-purpose software to ensure efficiency and integrity between systems and applications. Three (3) years related experience required. Some advanced technical training is preferred.

12. APPLICATIONS PROGRAMMER: Analyzes functional applications and design specifications for program areas such as data processing, storage, and dissemination. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers as required to ensure program deadlines are met.

13. JUNIOR ANALYST: Supports the technical effort by providing technical assistance as required. Three (3) years of experience required. Degree in related discipline preferred, but experience may substitute for degree.

14. JUNIOR SYSTEMS ANALYST: Supports the technical effort by providing technical assistance as required. Experience with or knowledge of computer design implementation and integration. Degree in related discipline preferred, but experience may substitute for degree.